

Psychologist - Clinical, Correctional Facility



Department of Corrections & Rehabilitation

OPEN – STATEWIDE

XL54 - 9283

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AN EQUAL OPPORTUNITY EMPLOYER TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE OR SEXUAL ORIENTATION.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

EXAMINATION TYPE	This is an open examination. Applications for this examination will not be accepted on a promotional basis. Career credits will not be granted.
LOCATION	This examination is administered by the State Personnel Board utilizing the Internet.
WHO SHOULD APPLY	Applicants who meet the minimum qualifications as stated below may apply and take this examination at any time. Once you have taken the Training and Experience Evaluation examination, you may not retest for six (6) months.
HOW TO APPLY	<p>The Training and Experience Evaluation is available on the Internet. Applicants respond to questions regarding their ability to meet minimum qualifications, provide contact information, and take the Training and Experience Evaluation. The application form for Psychologist-Clinical, Correctional Facility is contained within the Internet process therefore a standard state application is not necessary.</p> <p>If you do not have Internet access, there are public access Internet terminals in over 150 California public libraries. Contact your local library for information as to where the nearest Internet terminal is located and the policies related to usage. The State Personnel Board Service Center, located at 801 Capitol Mall, Sacramento, CA, also has Internet terminals that are available for public use at no cost. For more information, contact the Service Center at (916) 653-1705.</p> <p>If you are not familiar with the Internet, you may have a friend or family member assist you. You may apply and take the examination on the Internet by connecting to the following online instructions:</p> <p>http://www.spb.ca.gov/jobs/exams/exam_start.htm</p> <p>Please note that the Internet system will be unavailable on Tuesdays between 7:00 a.m. and 1:00 p.m., (Pacific Standard Time), for processing and maintenance. Do not begin the application process on the Internet during this time, as your record will not be processed. It takes approximately one hour to complete the Application, and the Training and Experience Evaluation, on the Internet. If you begin the examination before 7:00 a.m. on Tuesday, be sure to allow sufficient time to complete the process.</p>
APPLICATION DEADLINE/ REQUIREMENTS	Applications will be accepted on a continuous basis. All applicants must meet the education and/or experience requirements for this examination at the time he or she submits his or her application.

SALARY

As of June 20, 2008:

Salary for Adult Institutions, (except the 3rd Day Visiting Program), Division of Adult Parole Operation, Division of Juvenile Justice and Division of Correctional Health Services Only

\$7,116.00 - \$7,367.00 per month (This salary range applies to non-licensed psychologists)

\$8,400.00 - \$8,930.00 per month

As of September 1, 2007:

Salary for Board of Parole Hearings and the Third Day Visiting Program in Division of Adult Institutions

\$4,813.00 - \$6,635.00 per month

It is anticipated that positions utilized by the Board of Parole Hearings and the Third Day Visiting Program will also receive a pay increase in the near future.

BENEFITS

- Deferred Compensation Plans (Savings pool, 401k and 457 plans)
 - \$100 Monthly Bilingual Differential Pay
 - 75% Reimbursement of Van Pool, \$65 maximum per month (\$100 primary driver)
 - 75% Reimbursement of Public Transit Passes, \$65 maximum per month
 - Flexible work hours (management discretion)
 - Pre-tax parking (where applicable)
 - Fourteen (14) paid holidays
 - Generous paid vacation/sick leave or annual leave
 - Jury duty/military/bereavement leave
 - Health, Dental, and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
 - Pre-retirement death benefit
 - Dependent Care Program
 - Long Term Insurance (CalPERS)
 - Home Loan Program (CalPERS)
 - Legal Services
 - Employee Assistance Program
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**POSITION
DESCRIPTION**

Psychologist – Clinical, Correctional Facility in a state correctional facility or outpatient clinic is under the general direction of the Chief Psychologist or Chief Psychiatrist, depending on the level of the mental health program; carries out difficult assignments in clinical psychology which involve the assessment and treatment of adults and/or youths, program development and evaluation, clinical research, professional training and consultation. Incumbents also maintain order and supervise the conduct of inmates and/or youth offenders and protect and maintain the safety of persons and property and do other related work.

Positions exist at various institutions located throughout the state within the Department of Corrections and Rehabilitation.

**MINIMUM
QUALIFICATIONS**

Note: All applicants must meet the education and/or experience requirements as stated on this examination announcement.

License:

Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution

meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within three years of an appointment or the employment shall be terminated. For persons employed less than full time, an extension of a waiver of licensure may be granted for additional years proportional to the extent of part-time employment, as long as the person is employed without interruption in service, but in no case shall the waiver exceed five years.

(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.)

Applicants who are within six months of receiving their degree will be admitted into the examination, but will not be eligible for appointment until receipt of the degree and completion of the internship.

SPECIAL PERSONAL CHARACTERISTICS

Empathetic understanding of patients in a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; and keenness of observation.

SPECIAL PHYSICAL CHARACTERISTICS

Persons appointed to this position will be expected to have and maintain sufficient strength, agility and endurance to perform during stressful (physical, mental and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates/patients. Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.

EXAMINATION PLAN

This examination will consist of a Training and Experience evaluation weighted 100%. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained.

Training and Experience Evaluation --- Weighted 100%

Scope: Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:

Knowledge of:

1. Psychological theories and research
 2. Principles, techniques and problems in developing and coordinating a clinical psychological treatment program
 3. Principles, techniques and trends in psychology with particular reference to normal and disordered behavior, human development motivation, personality learning, individual differences, adaptation and social interaction
 4. Methods for the assessment and modification of human behavior
 5. Characteristics and social aspects of mental disorders and retardation
 6. Research methodology and program evaluation, institutional and social process and group dynamics
 7. Functions of psychologists in various mental health services
 8. Current trends in the field of mental health
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9. Professional training
10. Community organization and allied professional services

Ability to:

1. Plan, organize, and work in a specialized clinical psychological treatment program involving members of other treatment disciplines
2. Provide professional consultation and program leadership
3. Teach and participate in professional training
4. Recognize situations requiring the creative application of technical skills
5. Develop and evaluate creative approaches to the assessment, treatment and rehabilitation of mental disorders, to the conduct of research and to the development and direction of a psychological program
6. Plan, organize, and conduct research, data analysis and program evaluation
7. Conduct assessment and psychological treatment procedures
8. Secure the cooperation of professional and lay groups
9. Analyze situations accurately and take effective action
10. Communicate effectively

**ELIGIBLE LIST
INFORMATION**

The resulting eligible list will be established to fill vacancies for the Department of Corrections and Rehabilitation. The names of successful competitors will be merged into the list in order of final scores, regardless of test date. Eligibility expires **12** months after it is established. Competitors must then retest to reestablish eligibility. Competitors may retest after six (6) months.

**VETERANS'
PREFERENCE
CREDITS**

Veterans' Preference credits will not be granted in this examination since it does not qualify as an entrance examination under the law.

GENERAL INFORMATION

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged into the appropriate eligible list in order of final test scores (except as modified by veterans' preference credits) regardless of the date of the test and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.